

*Moderator:* Good afternoon, everyone, and thank you for joining us on this important call. To begin this afternoon, general president Jim Hoffa. Mr. Hoffa?

*Jim Hoffa:* Well, I'm glad – and thank you for joining us on this call. I think during these tough times we're having right now it's important for all of us to keep in contact, and you know what the IBT is doing. And I also want to express my admiration for all the leaders out there that through these tough times are representing the members. And I think that really says an awful lot for our great leadership that we have in our union.

We continue to monitor the crisis as it goes by every day. We're talking to our divisions every day. I'm talking to Teamsters Canada, Francois Laporte, every day, because we have a unique situation where they've closed the border between Canada and the United States. I think it's the first time this ever happened.

But the good story is that commerce is still flowing back and forth. Trucks are going back and forth. And so that is going on, and we're monitoring that. So there has been no interruption with regard to our trucking going in and out of Canada. But we continue to monitor that situation.

We've talked to our directors with – the 22 directors that we had a meeting with last week, and we went over where they're at and what they're doing in their divisions. Last week, you heard from Denis Taylor of UPS, Ernie Soehl of freight, and Steve Vairma of warehouse. Today, we're going to hear from four more divisions. You're going to hear from different people who are basically going to give us reports with regard to what's going on in their division and what recent events have happened.

We also want to cover what you can do to communicate with your members. We're going to have somebody on to explain how we can use basically videoconferencing during this difficult time where you can communicate with your members, you can do ratifications, you can do steward selections. There's a lot of opportunities to use this.

In the meantime, this crisis is affecting everybody differently. We have many, many people that are working, UPS, DHL, Atlas Air, Sysco, are very, very busy right now, and that's good. We also have places like rental car, the convention arenas, video, and basically movies, are really down. So we know this affects everybody differently, but we're going to get through this together.

We're going to be hearing from our divisions, and I want to also talk about what are best practices so that you can have a safe workplace. We also know that there's a lot going on, so let's get along with this right now. And I'd like to turn this over to our secretary-treasurer Ken Hall. Ken?

*Ken Hall:* Thank you, Jim. I'd also like to do a check. Can you hear me?

*Moderator:* Yeah, so – yeah, we hear you.

*Jim Hoffa:* Go ahead, Ken. All right. Let's move on.

*Moderator:* All right. We appear to have dropped Ken.

*Jim Hoffa:* Let's move on. Let's move on.

*[Crosstalk]*

*Moderator:* Okay. I want to introduce Francois Laporte of Kingsford, Canada. We talked about many things going on between the United States and Canada. We're talking about issues that come up, and thank God we have this tremendous relationship between us. There is a lot of commerce going on, and we continue to talk to the Canadian locals as well as the US locals. Francois, give us a report.

*Francois Laporte:* Thank you very much, general president Hoffa, and thank you for your leadership. We've never been so proud to be part of an international union. As you know, right now, and you mentioned it, the borders are closed, with the exception of the transportation workers, and right now, what we can say is the Teamsters' members are the backbone of the North American economy. So we can be proud of our members who are out there and keep doing what they are doing best, delivering the goods for every Canadian and American people, so we can be proud of our membership.

I want to thank you for your availability, you and general secretary Ken Hall. We are in constant communication. Things are changing every hour here in Canada. I want to report that I am in constant communication with the Canadian affiliates, trying to talk to them every two, three days, so we are in constant communication. We are on top of the situation. We know what's going on. We will have a conference call with the Canadian affiliates Friday morning, and Jim, you are invited to join this conference call.

I want to say – I want to have a special mention to our

communication people and our legislative and government affairs people in Ottawa. They are doing a great job. At this point, communicating our message to the government is fundamental, and it's – they are doing a great job, and I want to recognize their contribution.

Membership-wise in Canada, we are facing massive layoffs. In the transportation sector, we're okay, but in the industrial sector, we expect 40 percent of our membership will be laid off by the end of this week. Two of our major jurisdictions, Quebec and Ontario, both governments have imposed a total shutdown, with the exception of essential services. So it's – never seen that in my life. And we have – our local unions are badly hit by those measures. But listen, these are necessary measures, and we understand the situation.

We are there. We're supporting our local unions. Teamsters Canada office is empty by order of the government. However, everybody is available, everybody can be reached on their cell phone, everybody works from home, so we are there. We are working, and we are keeping the organization running.

Our government yesterday voted – the Parliament voted a comprehensive package that is there to support everybody who has been affected by the crisis. The package is \$87 billion. The first wave of that money will go directly to the workers. For example, they have combined all kinds of social programs and will provide up to \$2,000.00 a month to everybody, every worker who is affected by the crisis, the ones who have lost their jobs, the ones who have to stay home to take care of their kids, take care of their family.

So there is a very comprehensive package, and I salute the approach of the Canadian government. They are putting the people first. That money will go directly in the pockets of the workers. So now they are working on another package that will support the business to stay active, to stay open, so that's going to come up probably in the coming days. They will make some more announcements.

One thing that is very, very important for us, as you mentioned, the transport workers are at the forefront of this battle. We want to make sure that our members, and not just our members, everybody who works in the transportation industry, have decent and safe working conditions. We have employers who are doing good jobs. Unfortunately, we have other employers who are not necessarily

responding properly to that situation. So we are putting pressure on the government to issue directives, not just recommendations, directives to the employers to maintain sanitary conditions for the transportation workers.

So I can talk more and more about it, but we will – we are still monitoring the situation. And again, I want to thank the international for their support. And having said that, I will turn this over to general counsel Brad Raymond.

*Moderator:* If I could, we do have Ken Hall back on the line, so general secretary-treasurer Hall, do you want to go?

*Ken Hall:* Yes. Thank you. Thank you, Jim, and also Francois. I'd also like to express gratitude to everyone on this call for all the hard work you're doing through this very tough situation.

First, I'd like to update you on the operations at the IBT. The essential work of the IBT is moving forward, and it will continue to move forward. We have temporary emergency remote work that's in place for much of the IBT staff, but that means that all the work of the union will move forward. TITAN, out of work benefits, travel, accounts payable, **drive**, they're all still operating, with some slight delays.

However, the mayor of DC, Mayor Bowser, has announced the shutdown of all non-essential services in DC, and I know that many of you have faced similar orders from your governor, and we're currently evaluating what the impact of that announcement is going to be on the building staff at the IBT. We'll let you know if that becomes necessary, and I want to be clear that we have a business continuity plan in place that will provide continuity of services as we move forward.

Every local on this call should also have a business continuity plan in place to get you through this crisis. We're here to assist you with that, and we'll be holding a call for principal officers and TITAN operators to go into more detail on how to set up operations. We're also aware that many of you have members working severely reduced hours, and we'll have guidance out later this week regarding dues in these situations.

I would just tell you that we're trying to evaluate this based on what we're seeing from our TITAN system. It's a little difficult. We'll know much more about that tomorrow. And so I would plan that on Friday we will have that guidance out. Whatever we do in

the way of relief to our locals will apply to – we will have a structure that is, for example, instead of 2.5 times, it will be a lesser amount for the per capita for those people who – for those locals where you have members that are working short weeks or reduced hours. So we will have that out on Friday.

We also – we're just here to assist in any way possible. Please reach out to me or my office with any concerns or needs, and I also want to stress the need for our IBT family to be safe and healthy. Work the phones, but practice social distancing. And keep yourselves healthy. And for more on the union's efforts around these issues, I would turn the call over to our general counsel, Brad Raymond.

*Brad Raymond:*

The legal department is open virtually, and most of the staff continues to work from home, or in these couple of instances, essential staff occasionally in the office when necessary.

I know all of you are very much aware that it remains essential that our affiliates continue to do pretty much the same thing when they can. I understand that circumstances are different from region to region, but as issues affecting our members come up, they need to be addressed, to the extent that we can, and that's pretty much all I can say. We're open and available. So I'll pass this on to our safety director, LaMont Byrd.

*LaMont Byrd:*

Okay. Thank you very much, Brad. To give you an update on the situation in the US, different parts of the country are experiencing varying levels of COVID-19 activity. Most of the United States continues to be in initiation phases of spread, with some areas, such as California, Washington State, and New York experiencing community spread, with New York being the area where the heaviest spread of infection is occurring. But all 50 states, Guam, Puerto Rico, Virgin Islands, and Washington, DC have confirmed cases. Testing is being conducted in all 50 states, DC, Guam, and Puerto Rico. There are currently 91 labs that are conducting the analyses for these tests. And we expect to see more cases of the disease as a result of the increased testing and more instances of community spread.

The CDC expects that widespread transmission of COVID 19 in the US will occur in the coming weeks and months, and most of the US population will be exposed to this virus.

So many of the Teamster represented industries are among those deemed to be essential. Some of those industries are also

recognized as being high hazard, due to the nature of work being performed. The safety and health department is now receiving calls from members in local unions that report that members are experiencing symptoms that are consistent with COVID-19 disease.

So with this in mind, it's important that you as business representatives take the necessary precautions to protect your health and that of your family, coworkers, and our union members. If you provide face to face servicing of members, do so in compliance with the guidelines provided by the Centers for Disease Control. If meeting as a group or individually, take care to maintain social distancing of at least six feet from other individuals. Keep groups as small as possible, not to exceed ten people. Keep meetings as short as possible. Note the distance and duration of exposure are both factors in transmission of the virus.

If possible, meet in a well-ventilated space. Implement a no handshaking policy. Use good hand hygiene, which means washing your hands for at least 20 seconds using soap and running water. Use hand sanitizer. Use it containing at least 60 percent alcohol if running water and soap is not available. Cover your coughs and sneezes. And don't meet with people if you are sick, or meet with members who are sick.

I'll wrap this up by updating you on the regulatory changes at the Federal Motor Carrier Safety Administration. In an effort to bring regulatory relief to working people in the transportation sector and keep supply chains open and operational, the Federal Motor Carrier Safety Administration issued an emergency declaration to suspend the hours of service regulations for motor carrier operations that are transporting critical goods and passengers to support the national response to the COVID-19 crisis.

Drivers who are transporting medical supplies and equipment, supplies and equipment such as masks, gloves, and hand sanitizers, food for emergency restocking of stores, equipment, supplies, and persons necessary to establish and manage temporary housing and quarantine facilities, persons designated by federal, state, or local authorities for transport for medical isolation or quarantine persons, or personnel to provide medical or other emergency services. These drivers have no limits to the number of hours that they can drive each day or work each week. However, when they transition back to normal interstate commerce, they must take at least ten hours of consecutive off duty time.

The Federal Motor Carrier Safety Administration also granted a waiver to commercial drivers who have a CDL or medical certificate that expired March 1st or later. This waiver will extend the expiration date of those credentials until June 30th. You can get more information about these regulatory changes and information on COVID-19 as it applies to various IBT divisions and conferences by visiting the Teamster website at Teamster.org and TeamsterSafety.org. And I'll now pass this over to Rebecca Stein. Thank you.

*Rebecca Stein:*

Thank you, LaMont. The IBT will be sending out a communication to all affiliates with some suggestions of services that can be used to continue operations while maintaining social distancing in terms of communicating with members and holding contract negotiations remotely. The memo will include several options of deal conferencing services, contract information – or sorry, contact information for AT&T to schedule conference calls, information on webinar services, **teleform** services, and contract ratification and steward election voting by phone or computer.

The most immediate need we have heard from our local unions is a need for videoconferencing services. The membership data and analytics department can assist in supporting local unions who want to sign up for these services. Some examples of how these services can be used could be for staff meetings, executive board meetings, contract negotiations, or meeting with stewards and members.

After reviewing several services, we would recommend that local unions sign up for Zoom, because of its easy user interface and overall features, including the ability to open breakout rooms within a meeting, which could be useful for executive board meetings or contract negotiations. The cost is \$14.99 per user per month. There is an option to add on a webinar feature so that locals can broadcast information to members as well. There will be other options for conferencing included in the memo, but based on our initial testing, we do recommend Zoom.

If you would like support in setting up a Zoom account, please contact my department. Our contact information will be included in the memo that we will be sending out. The memo will also contain contact information for AT&T conference calls, teleform services through the contact group, a list of other webinar services, robocalls, and electronic voting by computer or telephone through Ballot Point. The memo will be sent to all IBT affiliates by next week. If anyone has any questions, please contact my department.

Again, our contact information will be on the memo. With that, I'll hand it over to Chuck Stiles.

*Chuck Stiles:*

Good afternoon, brothers and sisters. Chuck Stiles of solid waste division. As you know, we represent over 32,000 members in the solid waste division. A lot – most of our contracts are standalone. We have very few master agreements. I'm sorry?

So I just want to say here, the 32,000 members we represent are on the front lines of doing what needs to be done, right? To me, they're – America, they're our heroes right now. They're stepping into a job that was already the fifth most dangerous job in America, and with this virus and everything, it's even looking worse for our guys.

What we've done, we have sent, and I think most of you have seen this on the website, we sent out letters to the big three requesting what would their policies be regarding taking care of our members. These letters not only went to the big three. We were able to get them out to the smaller haulers. As I say, we represent so many workers that – in different areas, dozens and hundreds of contracts. So this is very important to us.

I've got to just take my hat off here to the safety department, all the different divisions of IBT. We've worked with them. We were able to get very good newspaper coverage. Our guys are looked upon as what they are, as heroes. And we know we've got a lot of problems to come ahead, as Francois spoke on, but we did get responses back from Waste Management, Waste Connections, Waste Corporation of America, some of our smaller haulers, that they're working in a very positive way in regards to keeping health and welfare intact, pension intact. They're trying to work with us, I must say.

And it's been – for somebody who has never trusted these companies, I've got to say it's been a breath of fresh air that they realize that we're all in this boat together.

The loan exception I would say would be the public services, and I think everybody realizes on this call that has them what a piece of garbage they really are. This company is horrible. I would say to an extent they're not better than war profiteers. They have failed to respond to the international on their plans. They just responded to different locals. We have letters from these other companies that they actually are trying to work with their members. They want to retain these folks when it's over with, and they're working well.

Waste Management, as I said, Waste Connections, even Waste Corporation of America, a small company we have, has been very good on, Chuck, how do we work together to retain these guys and keep our workers safe?

We're working on this. This is very fluid, as everybody knows, okay? This is going to be a week by week change. We got some tough changes coming in this industry.

But I want to get back to Republic Services for a moment. They basically sent to us – with all the other companies trying to work with us, they sent to us a take it or leave it, this is all you're getting. Take it or leave it attitude, which we've made a good response to. We go into this company, and I hate beating up on them, but they're damned well-deserved of it. I want to tell everybody, and many of you've seen on Facebook that have signed on to Facebook with it, one of our stewards in Atlanta, Georgia, Greg **Dowus**, a new group we just organized, was suspended over bringing up safety violations. That's just how bad this company is.

With that, we started an online petition on Facebook. A lot of folks have signed on to that. I'm happy to report that Greg was put back to work today with full back pay. Nothing I've done specifically, but it's actually what you guys have done, and all our membership out there.

But I want to touch on something LaMont spoke on real quick on these waivers. We had reports coming from California that Republic was telling exactly what LaMont just touched on, that, hey, your licenses are expiring, your medical card is expiring, you can't get an appointment, so sorry. You're laid off. And that's just how vicious this company is.

We've worked hard – I've got to say something. My staff, and I don't think there's anybody on this call will disagree, that we have not done in this division what we need to do. We work with every other department at the international. Every call has been returned. Every email has been responded to. And I'm going to tell you, I appreciate the locals on their leadership on this and what they're doing. I've had several locals help me in regards to working with these major corporations, so different players they know, to help me move the ball down the field.

With that said, there's a couple of things I would love to see here. I know that SRC – excuse me, strategic – or capital strategies has been working with the state treasurers around the country on

especially exposing Republic for what they are. Republic just sent a letter back to these state treasurers saying that they have masks, they have all the protective gear, the trucks are being cleaned, the drivers have sanitizer, all the PPE they need, and it's total bullshit, excuse my language.

What I would like for the Republic locals on here – that are on here now, please take this back to your members. What I need so we can make this case and get this company to fall in line, I'm not trying to beat this company up, but they are that bad. Where the others are falling in line, they continue to be Republic – anybody that deals with them.

Get pictures. Have your guys get pictures, okay? I need inside of the cabs, the break room. Show that they're not – make statements, whatever it is. Show that they're not getting the safety gear that this company is telling that they're putting out.

With that said, I do want to move on to something Francois spoke about, and the layoffs that we see in this industry. We know as more cities shut down, right, that the restaurants, bars, all that, the waste tonnage is going to be way down. I think last week I – Sean Campbell and I at local 813 New York City were talking. Their guys are down about 48, 49 percent on tonnage.

I will say the local 813 and the joint counsel working with the Department of Sanitation in New York. In their barns they actually had an outbreak. Their barns handled – the Department of Sanitation, 831, handles the residential waste, so Sean has worked with them, the joint counsel has worked with them on putting some of our guys who are not getting to work right now on the commercial end to work with them to pick this waste up.

So there's some good, innovative things we've got to do. Our main concern right now is we see this volume, the tonnage, fall off in these metro areas, is working to keep our people working, right? I have from Waste Connections, Waste Management, Waste Corporation, and a couple of smaller haulers, they're wanting to work with us very closely – again, they know driver retention – this will be over with one day. They want to hold on to these folks. And they are working in good faith with this international union and the locals to do what's right. Republic, not so much, but I want to thank everybody out there for what they do, my staff for what they've been doing. With that, I'll hand it over to Jason Rabinowitz with public sector. Thank you guys.

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*Jason Rabinowitz:* Okay. Thank you, Chuck. Thanks to everyone for being on the call. This is Jason Rabinowitz, director of public services division. And I have to say that in the midst of this really unprecedented, profound crisis that our nation is facing, I've never been more proud to be a Teamster, to see how our members are stepping up, working tirelessly to keep our country running, and to see how our union is stepping up, uniting to keep our members safe, protect our members' rights through this crisis.

And in the public sector it's no different. Our 200,000 public sector Teamster workers, first responders, corrections officers, skilled trades, service workers, administrative workers, and more, are working around the clock to serve the public and to keep our nation running during this crisis. And meantime, the public services division is in overdrive supporting our local unions in their tireless efforts to protect our members' rights.

And the situation in public sector, we represent in the Teamsters public service workers in every level of public service, higher education, K to 12, schools, states, cities, counties, federal service. And for the most part, these public entities are continuing to operate serving the public, but are doing so in many cases through a lot of remote work and reduced work. But the operations are continuing. So our locals are open for business, and there to support our members.

Our overriding goals in public sector as Teamsters, of course, first and foremost, we do our part to serve and keep America running. But we insist that while we're doing that, that our workers are kept safe, that our workplaces are following all of the safety measures, and we're working closely with the health and safety department to make sure that our members are getting all the PPE that they need, that employers are following social distancing, allowing workers to telework where it's appropriate, cleaning measures, and so on.

We're still working hard to enforce our contracts and our members right, including emergency pay, where it's appropriate. And most importantly, we're making the demand that every employer in public sector where it's possible prevent or minimize layoffs or loss of pay for workers. Many, many public entities through this crisis are maintaining their revenue, continuing operations. In many cases, our members are working and working overtime. But in other cases, members can't work because of illness or family – caring for family, childcare obligations during school closures, or because they're not able to telework and they've been sent home.

Our position and our demand is that workers should be kept on paid status. That's important not only for our members, but for the health of the economy. So our locals are working hard to protect the livelihood of our members through this crisis.

The other big priority for the union in public sector is continuing to build member power and maintain our membership through this crisis. A lot of things are on hold right now, but one thing that's not on hold is that terrible Supreme Court Janus decision which took away our fair share rights in public sector. And in the Teamsters union, the past year and a half we've been working day and night to maintain our membership, sign up every new hire to membership. We're very proud that our membership in public sector is higher today than it was on the date of the Janus decision. But we can't stop our efforts because of this crisis.

So we've been working to support the locals in handling new employee orientations and signing up new hires through remote means, whether it's of telephone conferences, Zoom meetings, signing people up on DocuSign or other remote online means.

We're also continuing to organize new workers into the Teamsters, and we're in the process of a new way of organizing that we have to do right now to organize remotely as best that we can.

So the division has been providing assistance to the locals to do all this stuff through the crisis. We have had our first national conference call last week, where we gave updates to the locals on safety and health measures to be taken, and legal updates on how to – on our members' rights during the crisis. We had several hundred business agents and officers on that call. And we're doing another call this Friday. Everyone's invited to join. We're going to have a legislative update including the federal legislation, which is going to assist our members in public sector with additional paid leave.

We're also going to be getting instruction on best practices for internal organizing during this crisis, and maintaining our membership. We're also looking at doing member town halls, so all of our members can hear what the Teamsters union is doing in public service to protect our rights.

We've updated our member power toolkit, which is an online resource that we have for all of our locals that contains all kinds of resources for locals to use in building member power. We have a whole new section of that available for the locals with materials on

how to represent our members, demands to bargain, communications, and so on, to help our locals to build member power through this crisis.

And so we're working day and night in public sector. If any locals have any issues or questions, please don't hesitate to contact us. We want to thank all the locals for your hard work, thank our staff at the division, and we're looking forward to coming out of this crisis stronger than ever as Teamsters in public sector.

As one of my members said in an email to me, Teamsters don't fear COVID-19. Together, we will beat this. Thank you for all that you're doing. And now I'm going to turn this over to David Bourne, director of the airline division.

*David Bourne:* Jason, thank you very much. Everyone, I could talk for an hour about this, but we don't have that time, so I've got eight points I'd like to go over. As you know, our airline industry has been severely impacted.

So number one, I'd like to start out by saying as I did last week, no Teamster airline division members have been furloughed or reduced in pay as of today. Number two, this morning, Miami Air has filed a chapter 11 bankruptcy. We have approximately 80 pilots, and we are working to be on the creditors' committee with that.

Number three, Go Jets, we haven't signed it, we have an LOA ready that would reduce the minimum guarantee for the pilots, but no furloughs. So pilots who would be staying home would still get paid with full insurance. That has not been implemented yet, and it would start next month if it does implement.

Number four, the airlines have seen an 80 to 90 percent reduction in their traffic. Some airlines are 100 percent. That means no passengers. The UAE carriers have completely closed. Lufthansa is 95 percent down. Air France, 95 percent down. Air Canada is affected the same way, and we're looking at furloughs there at Air Canada as this continues.

Number five, there is some good news. The Senate stimulus package does have our IBT and industry language in for all the airlines. However, we still have to go through the House. And then at that point, whatever that final language will be, the Treasury Department will determine how these funds are allocated. So we will be waiting to see their proposals and where they come out

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with that.

Number six, Atlas Air is the world's largest heavy lift operator, and they are very busy. They are in full mode and full hiring mode. The issue that we're going to have at Atlas, who operates Amazon Prime, will be how to reposition the flight crews as the commercial aviation closes. Very few flights now, so it's getting very hard to reposition the crews.

Number seven, the airline division has requested from the companies to try to keep flight crew pairings at a minimum so as not to have flight crews with a wide variety of personnel. Normally, people don't understand this, every leg you will change flight crews. So when I fly a flight, it might be two years before I see that first officer again, because they constantly change. Normally, every leg, the crew members are changed out.

So what we're trying to do is to get the companies to reduce those pairings, so we have a flight crew and a cabin crew not being around as many people and not having as much chance of catching something.

Number eight, we have now discussed with United Airlines the possibility that the San Francisco maintenance and repair facility, their overhaul facility, to be reallocated to produce ventilators or other medical items. The company does like that idea. They're very open to it. We have a great facility in San Francisco, and we have a fantastic group of technicians there. So they are now in discussions with that, and we'll let you know how that goes.

In summary, the best way I can say it for the airline division is we're holding our own, no furloughs right now and no reductions in pay. However, Go Jets and Miami Air, that still could change with the passing of this stimulus bill. And I'll turn this now over to director Bill Hamilton.

*Bill Hamilton:*

Thank you, David. I would like to take a moment to thank the IBT and their staff for their continued support during this crisis, and more importantly, the communication, which is invaluable to us as leaders.

The DHL and AEI update, as I discussed last week, we had an agreement in place last Friday with DHL. We have included Air Express International in that agreement, and it is a relaxed attendance plan, as you would know. And based on our respective guarantees and the contract, we have required them to pay ten paid

days of leave if somebody either gets sick from it or is affected by it. And one of the most important things is in the details of the agreement, and I won't go through it all now. We have a conference call tomorrow for all the locals. But it was very important for us to make sure that the company wasn't acting like the doctor and sending people home that they thought were sick without paying them. Now they're going to err on the side of probability, and when they send people home, they're going to pay them.

So we will continue to reevaluate the situation. The company and the union are working together to not only adjust on a national basis, but an as-needed, on an individual basis, which basically means that if we have individual situations that arise, the company has agreed to work through them. We don't know what the outcome of this is going to be, so it's important to know that we are in constant communication with both companies.

We're in an unprecedented situation. We have a work from home agreement in place. We have the guarantees in place. It's important to note that these companies were asked to step up before any stimulus was apparent, and they did the right thing for our members and their families.

I want to encourage our locals to ask management locally if they have safety issues that may arise, and I'll give you an example. New York is the epicenter of this whole coronavirus right now, and I talked to **Louis Kalmine** today, and they've agreed to take the temperature of people when they come to work. They'll have somebody on site to do it. It's not a cure-all, but it's certainly something that we can take comfort and know that at least the company is trying in these epicenters and where the virus expands to work with the local unions.

We had a letter from **Luianna Cortez** from local 856 with a lot of questions about what safety and health issues we have in place, and we have an 11 point agreement with DHL on safety and health, which includes face to face with people, and I'm sure UPS and other divisions are doing the same thing. But it's important for them to know, and that's why I encourage the participation tomorrow in that phone call with all the locals that we can take them through what the company has agreed to and what the company is doing, and the equipment that they're supplying to make sure our members are safe.

The PA conference, I'd like to take – and divert for a minute,

because the point came up earlier about what are we doing to operate. We put a memo out for the – spoke to the state, actually, and made sure that the memo was – on the guidance of continuation of local union businesses for the Pennsylvania conference.

And I'll be brief, but Governor Tom Wolf issued an order for non-life-sustaining businesses to shut down, effectively March 19th. Many of our locals located in Pennsylvania have questioned whether or not a local union office is life-sustaining. As local union officials, we represent many members who are employed by life-sustaining businesses, and provide the following guidance on the daily operations of your local unions. This is what we have put out to all the locals in Pennsylvania.

Have your agents work from home, utilizing communications such as telephone and electronic communication. Use only the amount of staff needed to keep the office open on a limited basis. Request that members send all dues payments or documents through the US mail or UPS. Close your offices to walk-in traffic, and if there must be an office visit or face to face communication, make it by appointment only. Reduce your office hours but keep the business of the local running so that dues can be posted, communications can be made and received, and other vital functions can be completed, such as paying the bills and ensuring member benefits are maintained.

Utilize social media and other forms of communication, such as local union website, to update members of not only the union business, but the COVID-19 pandemic. If you have the ability to transfer office phones \_\_\_\_\_ other locations of staff, transfer calls during the hours when the office is not physically staffed.

It is important for all of us to work with state and federal guidelines and mandates during this crisis, as we always do. Working together, we will successfully get through these difficult times and get back to business as normal. This crisis is very fluid, and our guidance may change as our operations will be subject to local, state, and federal orders.

I think we can all take note that we need to service the members. Our members are out there on the front lines every single day, delivering the products, and keeping the public safe. We're making sure the drug stores get delivered to, food stores. So I just want to take that moment to share what we're doing in Pennsylvania. And just a note of what we're doing also is we postponed the

Pennsylvania conference, because the time constraints wouldn't work. There's no way that by the date we set that we'd be completely out of this, because we really don't know. So it's a moving target that I will keep everybody informed.

But again, I want to thank particularly Rich Gibson, Brett Caldwell, Iain Gold, and Joe Kepetus, for their help and support during this, and getting the communications out to the DHL locals. Thank you for your attention, and I'll turn it over to Christy Bailey.

*Christy Bailey:*

Thank you, Bill. I just want to update on legislative actions around COVID-19. As I'm sure most people are aware, at 2:00 AM this morning, Senator Schumer announced that an agreement had been reached on a bipartisan stimulus bill. We are calling that bill stimulus three. The IBT position on the stimulus were conveyed through direct work with staff as well as a letter from general president Hoffa on Friday.

In addition, a statement was released last night urging additional protections for all essential workers, not just those working in health care. In particular, we are concerned about Teamsters working in solid waste management, and all parts of the supply chain, providing groceries and other household goods.

We likely saw over the last few days that in order to force a negotiation, Senate Republicans released their own stimulus bill, called the CARES Act, and House Democrats released their own bill, called the Take Responsibility for Workers and Families Act.

The Senate bill, the Republican bill, as introduced, was deeply flawed, and we are glad that Senate Democrats held the line, pushing for more protections for working people in the agreement announced this morning. We only just received the full text of the Senate agreement a few hours ago, so we are still sifting through the language, but here's some key provisions that we believe to be included in this over \$2 trillion stimulus package. We also are still hearing that there are tweaks being made, so I just have to stress that this is the best that we know right now.

Unemployment insurance. By all accounts, the unemployment expansions secured by Senate Democrats are good. The bill builds on the House Democrats' unemployment insurance expansion in the Families First act by now increasing the weekly maximum payment to \$600.00. It extends unemployment benefits for four months beyond the current 26 week cap. And Senator Schumer has said that all workers will be covered, including the self-employed

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and workers in the gig economy.

In addition, it appears that furloughed workers will be able to stay on as employees while also receiving benefits. This is the case in some states already, but not all. And where the Families First Act allowed states to relax requirements imposed on a typical unemployment claim, we believe that the Senate bill mandates some of those changes.

We also believe that the Senate stimulus package extends the same benefits to railroaders operating under the Railroad Unemployment Insurance Program. That was not included in Families First.

Additionally, the bill includes payments directly to households. The package provides additional direct payments to certain Americans, depending on household income of \$1,200.00 for each adult and \$500.00 for each child. There's also help for health care workers and our nation's health care system. \_\_\_\_\_ plan for the health care industry would give billions of federal dollars to hospitals across the country. Senate Democrats secured about \$130 billion in low interest loans for hospitals, while community health centers and other health care providers would receive about \$150 billion.

Moving to our airlines, there's over \$50 billion in total money for the airline industry. Conditions included that prohibit airlines from stock buybacks and CEO bonuses. A majority of this money is coming as loans that will need to be paid back, but it also includes a significant amount of grants.

Twenty-nine billion of that money must be used directly on employee expenses, including wages and benefits. Three billion is directly available to airline contractors, including gig \_\_\_\_\_ employer. It includes direct CBA protections. No federal money can be used to force reopen – forcibly reopen a contract or reduce wages or benefits. And no one taking money may – can lay anyone off from the time they receive the funds until September 30th.

Again, there are still gaps in this language, and we're hearing it is still being tweaked.

Other hard-hit industries \_\_\_\_\_ \$500 billion that can be used to back loans and assistance to hard-hit companies that are not airlines. The Republican proposal initially gave this money away with no strings attached. Senate Democrats forced important conditions on these loans, like a prohibition on stock buybacks and

some limitations on executive compensation.

There are also additional protections for workers built in as conditions for corporations receiving these funds, but at this moment, we've not been able to analyze that text.

It appears that there is also a retention tax credit established in the bill to encourage employers to keep employees on the payroll during this crisis. There is relief for small businesses, \$10 billion for Small Business Association emergency grants of up to \$10,000.00 to provide immediate relief.

The next steps, this bill needs to be voted on in the Senate, and then will have to go to the House. We are not clear yet on whether – how Speaker Pelosi will approach that. It does appear that they might pass this with unanimous consent, based on concerns about bringing the members of the House back to DC.

Either way, however it moves, a stimulus four and perhaps a stimulus five are fully expected, as well as a bill to deal directly with financial services and lending, and that's where we would expect to see protections against evictions and foreclosures.

So there are a few things that are not in the bill, and that will need to be addressed in the next stimulus. The most important of those is pension protections. The House stimulus three bill included BLA, and we believe there was a strong push from some Senate Democrats and some Senate Republicans to get this done. We need to see that pension protection included in stimulus four.

We also need a comprehensive OSHA temporary emergency standard, comprehensive paid leave for all employees, and additional consumer protections.

So moving quickly now to the states, there has been a flurry of activity to address COVID-19 through legislation and executive orders. At least 29 states at this point have postponed or adjourned their sessions. At least 25 states have set aside dedicated state level funding for assisting the response to the virus, in addition to federal support. At least seven states have waived rules surrounding hours of service for commercial truckers for delivering or transporting materials needed for the response to COVID-19. As that grows, as those cases grow, we anticipate to see those states grow.

At least – a vast majority of states, at least 46, have taken action on

issues to help workers displaced by the virus, including expanding unemployment insurance eligibility and waiving other requirements.

Lastly, several states, at least a couple of states at this point, we are seeing labor union staff listed as essential personnel, including those who administer health and welfare funds and those who monitor the wellbeing and safety of union members when they are doing their **stay** in place orders. Indiana and Michigan are two states where we have seen these designations so far, and we're continuing to compile a complete list. And as these changes move, we'll keep everybody updated. And with that, I'd like to turn it over to Brett Caldwell.

*Brett Caldwell:*

Thank you, Christy. As all local union officers should know by now, we have a COVID-19 resource page on the Teamsters' website. If you're not familiar with it, please go to [www.Teamsters.org](http://www.Teamsters.org) to access the information.

Since our last call, we have posted updates from all 22 divisions and conferences. We continue to work closely with each division and conference director to maintain regular updates on the resource page and all of our digital platforms. Additionally, we are working closely with the safety and health departments to continue to share and promote information and materials to various member workgroups. For example, just today, we posted a new information worksheet for corrections officers, and anticipate posting additional information sheets for transit workers, parcel operations, freight transportation, waste water operators, and parking attendants, in the next couple of days.

Additionally, we are continuing to promote our Hidden Heroes digital program, highlighting Teamsters who are keeping the country running in this crisis. Please send any photos with name, local, and employer to [TeamstersHeroes@gmail.com](mailto:TeamstersHeroes@gmail.com).

We have also launched a national digital advertising program to our members highlighting the difference Teamsters are making right now and linking members to our COVID-19 resource page.

The international union and many local unions are being inundated with media requests. The mainstream media is finally taking note of the contributions of our members and what it takes to keep the country running. We are reaching out to division and conference directors as well as local union leaders to identify member spokespeople when possible. If you would like assistance in

dealing with the media, please reach out to us or send reports to us by email at [PressTeam@Teamster.org](mailto:PressTeam@Teamster.org). That's [PressTeam@Teamster.org](mailto:PressTeam@Teamster.org).

Finally, last Friday, we launched our first podcast on the coronavirus crisis, which is our most downloaded podcast ever. A new update will launch every Friday morning until the crisis has passed. This week's podcast will feature staff from the safety and health department and department of political and legislative affairs, as well as package division director Denis Taylor and convention, trade show, and casino division director Tommy Blitsch.

If you need any assistance with materials development or digital efforts, please contact us in communications at [Communications@Teamster.org](mailto:Communications@Teamster.org), or by phone at the IBT. Thank you very much, and now I'll send it back to general president Hoffa.

*Jim Hoffa:*

I want to thank all the people that have reported on this. Excellent job. A lot of information for all of us. And again, a lot of this is on our website. Please use that and go to that as much as you can. There's a tremendous amount of information that's coming out every day. We have over 800 people on this call, and because there's so many people right now, we're not going to be taking any calls, but I do want you to know we all want to get back to work. So I think it's important that if you do have a call, call your division director, the department director, or the IBT office or the IBT building or the secretary-treasurer's office.

You know, I don't think we've ever been more proud of what our workers are doing, whether they be UPS, whether they're basically delivering valuable medical supplies, we are in the forefront. We are the first responders. I've never been more proud of our union. We are Teamster proud and Teamster strong. Thank you very much.

*Moderator:*

And before we close, just a quick note for our Canadian brothers and sisters. This Friday at 11:00 AM eastern time, there will be a call for all Canadian locals. That's this Friday at 11:00 AM eastern time. And keep your eye out for a notice with the dial-in information. Thank you all for joining us this afternoon, and stay safe.

*[End of Audio]*